



2023

PANHellenic ASSOCIATION RECRUITMENT GUIDE



Welcome!

A Letter From the Recruitment Team

Dear Potential New Members,

Welcome to Westminster College Panhellenic Primary Recruitment 2023! We are so excited you're interested in joining our community and we welcome you with open arms. This week will fill you with all the emotions. Primary Recruitment is an experience that is nearly impossible to understand if you have never been a part of it, which can be nerve-racking! We are writing this letter to you in hopes of easing some of those nerves, while hopefully imparting some learned wisdom along the way.

First, we want to assure you that every single member of this community has worked tirelessly to ensure a process that will lead you to a future home of empowering, compassionate and supportive individuals. We are so nervous, too. We spend so much time preparing to meet you, and we are thrilled you have shown interest in our community. We're sure you're scared that we won't love you, but we are terrified that YOU won't love us! Each member of the Panhellenic community, along with the entire Mizzou community, wants you to find a home where you feel comfortable and supported.

We are excited to provide you with information regarding sorority life at Westminster College! We hope this packet will cover everything you may need to know about sorority life on our campus. Feel free to explore and learn about the positive opportunities that the sorority community can offer to you during your college career and in the years after.

If you have questions or concerns, please feel free to contact us, or visit Westminster's Fraternity & Sorority Life web page or the Panhellenic Instagram Page! We look forward to meeting you very soon!

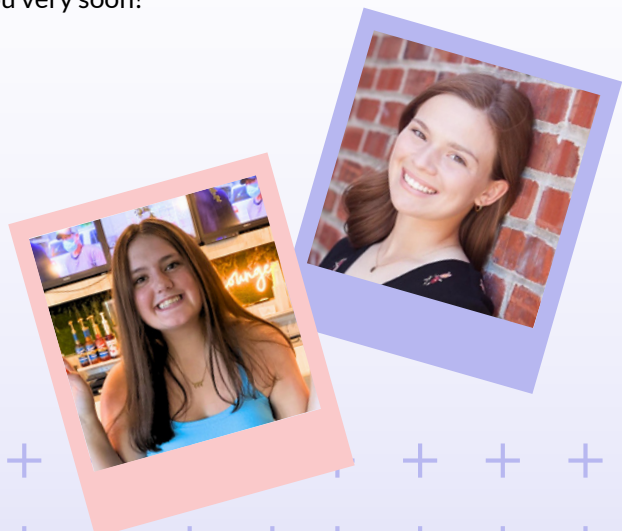
All our love,

Summer Boswell
Panhellenic President

Maddie Marrero
Panhellenic Vice President of Recruitment

Fraternity & sorority life has been an important part of Westminster's community for more than 150 years. Our sorority members are talented individuals who pride themselves on academic excellence, a commitment to service, and leadership development. Each member is continually supported throughout their time here and is guided to reach that full potential. Sorority members also have many other opportunities, such as applying for scholarship and leadership programs, participating in intramural events, attending social gatherings, and alumni networking. The friendships we create last a lifetime as we strive to be a close-knit community of determined members.

We highly recommend that everyone participates in recruitment, as it is an excellent opportunity to meet many students from your class and classes above you. It is the perfect time to develop lasting bonds and friendships, regardless of whether you choose to join. Some of our chapters' most dedicated members also came to Westminster uncertain of whether sorority life was for them, so we highly encourage you to take advantage of the opportunity to get to know what we are about!



MEET THE Westminster College Panhellenic Council

The Panhellenic Council is the governing body of recognized National Panhellenic Conference (NPC) sororities. The Panhellenic Council is composed of 3 NPC sororities on Westminster College's campus. The Panhellenic Council's Executive Board comprises 6 current sorority members who work year-round to promote unity through biweekly delegations, programming, educational opportunities, frequent whole community events, and hosting formal recruitment each year. During primary recruitment, Panhellenic Executive Team members are disaffiliated from their chapters to provide potential members with unbiased support. Additionally, the Council prioritizes and strengthens Westminster College by promoting service, scholarship, leadership, and community among all members on campus for the betterment of an individual's collegiate experience.

FOLLOW
@wcpanhellenic

EXECUTIVE BOARD



Summer Boswell
President



Maddie Mappers
VP of Recruitment



Audrey Henkenmeier
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Megan Ueliqger
VP of Public Relations



Jaya Galgaonkar
VP of Finance & Records



Recruitment Counselors

Your Panhellenic Recruitment Counselors (Pi Chis) will be some of the first people you'll meet during the recruitment process. These sorority members embody Panhellenic values, are carefully chosen, and serve to help Potential New Members (PNMs) have the most positive primary recruitment experience possible. Their purpose is to guide you through recruitment as confidants and friends, providing support throughout the process. They'll be able to answer many of your questions about recruitment because they have gone through extensive training leading up to recruitment, they have the knowledge and experience regarding formal recruitment, and they have been both a PNM and an active member themselves. Unlike the Panhellenic Executive Team, recruitment counselors stay affiliated with their respective chapters but their role is to represent the Panhellenic community as a whole. They will keep all of your questions and concerns confidential and will remain neutral towards chapters throughout primary recruitment.

Once you register for recruitment you will be assigned to a recruitment counselor group with other PNMs and led by two or three counselors. At the beginning of formal recruitment week, you'll have meetings with your group, where important information about recruitment will be shared and discussed. During recruitment, recruitment counselors will hand out schedules and monitor outside-of-chapter facilities to ensure that everything runs smoothly, and most importantly, they will ensure that PNMs are taken care of. This gives you the opportunity to meet many wonderful people throughout your recruitment journey at Westminster College.

Rules & Policies

Expectations of Potential New Members

You will keep an open mind and do your best to ignore stereotypes for chapters.

You are to be respectful to the Pi Chis, the recruitment team, and other PNMs.

You are to be respectful to all sorority chapters, regardless of your interest in joining.


You will not make disparaging remarks about any sororities either verbally or in writing.



Potential New Members' Bill of Rights

In conjunction to the inherent rights of all students and members of our community, all potential new members have:

- The right to be treated as an **individual**.
- The right to be **fully informed** about the recruitment process.
- The right to **ask questions** and receive true and objective answers from recruitment counselors and members throughout the recruitment process.
- The right to be treated with **respect**.
- The right to be treated as a **capable and mature person** without being patronized.
- The right to ask “how” and “why” and receive **straight answers**.
- The right to **have and express opinions** to recruitment counselors.
- The right to have inviolable **confidentiality** when sharing information throughout the recruitment process.
- The right to make informed choices **without undue pressure** from others.
- The right to be fully informed about the NPC Unanimous Agreements implicit in the membership recruitment acceptance binding agreement (MRABA) signing process
- The right to make one’s **own choices and decisions** and accept full responsibility for the results of those decisions.
- The right to have a **positive, safe, and enriching** recruitment and new member experience.



Code Of *Ethics*

We, the members of sororities at Westminster College, agree to promote honesty, respect, sisterhood, and cooperation within the College Panhellenic Council and our respective chapters, and in our daily lives. This code of ethics is designed to inspire our members, reinforce exemplary conduct and values-based leadership, and perpetuate lifelong membership to enrich the sorority and Panhellenic experience.

WE, AS PANHELLENIC MEMBERS OF WESTMINSTER COLLEGE, AGREE ON AND COMMIT TO:

- Uphold and demonstrate the Panhellenic spirit in thought, word, and action through our chapters as well as through individual members
- Demonstrate ethical behavior and conduct ourselves in a manner consistent with the mission and values of the College Panhellenic Council, each inter/national organization, and the institution.
- Respectfully adhere to the Unanimous Agreements and all policies established by the National Panhellenic Conference(NPC).
- Avoid disparaging remarks about any sorority or collegiate member and refrain from discussing Panhellenic matters with nonmembers, in accordance with the dignity and good manners of sorority members.
- Recognize friendly relations with all collegiate peers, both sorority members and nonmembers, realizing the importance of creating and building friendships.
- Plan recruitment events that provide opportunities for the greatest possible number of potential new members to become sorority members while protecting the rights and privileges of individuals and the chapters.
- Provide a safe, positive, and enriching recruitment experience, understanding that membership is a social experience arrived at through mutual selection.

- Strive to be truthful, honorable, open, and friendly to all potential new members during all recruitment events.
- Be respectful of the rights of every potential new member to make a personal choice, including but not limited to: not joining the sorority community at a specific time, intentional single preference, or preference all sorority chapters.
- Refrain from limiting a potential new member's chances of becoming a member of the Panhellenic community by not encouraging her to make a single intentional preference or to limit her choices.

WE, AS PANHELLENIC MEMBERS OF WESTMINSTER COLLEGE, ALSO AGREE ON AND COMMIT TO:

- Respectfully adhere to the bylaws and recruitment rules of the Westminster College Panhellenic Association.
- Abide by all local and federal laws and NPC inter/national Unanimous Agreements, policies, and best practices.
- Hold one another accountable to these standards, remembering at all times that we represent not only our individual chapters but also the Panhellenic community as a whole.
- Provide a recruitment experience free from discrimination on the basis of race, ethnicity, religion, sexual orientation, sex assigned at birth, gender identity, disability, socioeconomic status, national origin, or veteran status.

AS PANHELLENIC WOMEN OF WESTMINSTER COLLEGE, THESE ARE THE TENETS BY WHICH WE STRIVE TO LIVE.

Recruitment Schedule

PRE-RECRUITMENT EVENTS

INFO SESSIONS - Aug 20th | 6pm | CSC Lecture Hall

MEET THE GREEKS/HOUSE TOURS - Aug 21st | 6pm | Sorority Lounges

ALL SORORITY EVENT - Aug 29th | 6pm | The Quad

INFORMAL EVENTS

Alpha Gamma Delta - Aug 25th | 6pm

Kappa Kappa Gamma - Aug 27th | 4pm

Kappa Alpha Theta - Aug 28th | 6pm

FORMAL RECRUITMENT

OPEN HOUSE ROUNDS

Alpha Gamma Delta - Sept 3rd | 5pm | Alpha Gamma Delta Lounge

Kappa Alpha Theta - Sept 4th | 5pm | Kappa Alpha Theta Lounge

Kappa Kappa Gamma - Sept 5th | 5pm | Kappa Kappa Gamma

PHILANTHROPY ROUNDS

Date: Sept 6th

Time: 5pm

Location: Hazel, Hermann, Marsh Jones

PREFERENCE ROUNDS

Date: Sept 7th

Time: 5pm

Location: Sorority Lounges

BID DAY!!

Date: Sept 8th

Time: Late afternoon

Location: The Hill

**REGISTER
NOW!**





PHA 101



Our Values

SERVICE

Giving back to the community is at the root of what we do as sorority members. Our 3 chapters host annual philanthropy events and fundraisers benefiting causes such as Fighting Hunger, CASA, and The National Eating Disorders Association. Our chapters also volunteer with local nonprofits such as CARDV, the food bank, Remade for a Purpose, and the Special Learning Center. The sorority community works hard to raise money each each year for these wonderful organizations.



SCHOLARSHIP

Being a sorority member at Westminster is synonymous with being a high-achieving student in the classroom. Members of our PHA community are some of the most successful students in their respective programs and majors. In order to remain an active member, GPAs must be maintained throughout membership.

As a whole, our all-sorority GPA average is consistently higher than all-female and all-campus averages. The all-sorority 3.586 GPA reflects every chapter's hard work in maintaining study hall hours to assist with time management and tutoring programs to create an environment in which you can excel. No matter what chapter you join, you can expect academic success to be of the highest importance.



LEADERSHIP

Leadership opportunities are endless within the Panhellenic community. The leadership and interpersonal skills that PHA members gain within each chapter make all sorority individuals strong, independent, and confident leaders. As a chapter officer or leader, you can develop management and communication skills and have opportunities to experience different roles in your chapter. Each chapter provides educational programming to help you refine your time management, leadership, networking, and communication skills.

You can find Panhellenic members in all facets of campus leadership, whether it is first-year mentors, Residential Advisors, Student Government Association, or members of athletic teams. With the many organizations on our campus, every Panhellenic member is encouraged to get hands-on experience and get involved across campus.

SISTERHOOD

Making life-long friends is the quintessential sorority experience. The sisterhood that you find within each of our Panhellenic chapters, as well as a sense of sisterhood we feel PHA-wide, is unparalleled. Our sisters come from all walks of life, and the value we place on diverse and unique experiences is what makes our sisterhood so strong. We welcome sisters of all races, religions, sexual orientations, backgrounds, socioeconomic statuses, and belief systems. The one-of-a-kind sisterhood that challenges us, supports us and changes us can only be found at Westminster.



Sorority Life

at Westminster College

Fast Facts



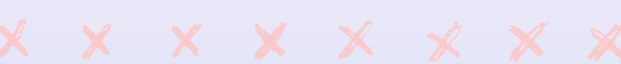
All sorority GPAs are consistently higher than all-women and all-campus GPAs



47% of Westminster students are members of fraternities & sororities



69% of fraternity & sorority members are also members of campus athletic teams





NPC POSITION AGAINST HAZING

The National Panhellenic Conference (NPC), one of the world’s largest organizations advocating for women, is the umbrella group for 26 international sororities. NPC supports efforts to eliminate hazing. NPC has adopted Unanimous Agreement IV, which condemns hazing and hazing-related behaviors. Hazing and hazing-related activities contradict all expectations of the proper behavior expected of the undergraduate and alumnae members of NPC member organizations as set forth in Unanimous Agreement IV, Standards of Ethical Conduct.

Each NPC member organization has its own set of bylaws, policies, and rules condemning hazing and governing the investigation and discipline involving hazing allegations, as is the case with each individual college or university – whether public or private.

A strong majority of states have adopted legislation that makes hazing a crime that can be punished by fines and/or imprisonment as a misdemeanor or felony. Any allegation of sorority hazing is taken seriously. NPC offers its members education about risk-based behaviors through its “Something of Value” programming and supports nationally recognized HazingPrevention.org. Several of its 26-member sororities also support a national anti-hazing hotline: 1-888-NOT-HAZE or 1-888-668-4293.



THESE
HANDS
DON'T
HAZE



Sorority Community

EXPECTATIONS

Academic Requirement

Per National Panhellenic Conference (NPC) policy, there is no GPA requirement to participate in formal recruitment at Westminster College. The members of the Panhellenic community at Westminster strive for academic success throughout their collegiate experience.

Historically, the all-fraternity & sorority average GPA is higher than the campus-wide GPA. The Panhellenic community hosts study sessions that allow members from all three sororities to come together and study or work on group projects. In addition, the individual chapters have a commitment to scholarship, as they host study sessions, have mentor programs, and celebrate their members who are achieving their academic and scholarship goals.

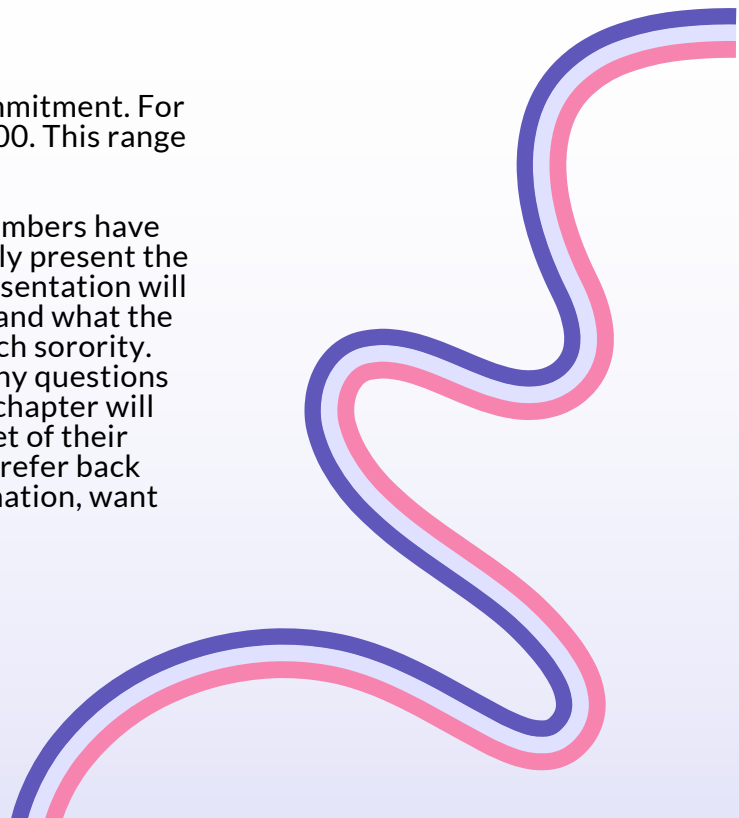
At a chapter level, there are academic requirements for membership in a sorority. If you have questions about academic expectations, please talk with a Panhellenic executive officer.



Financial Requirement

Being a member of a sorority does require a financial commitment. For the 2022 fall semester, the dues ranged from \$400 to \$800. This range is subject to change for each academic year.

During the formal recruitment process, potential new members have the ability to hear the individual sorority chapters formally present the financial commitment for their chapter. This financial presentation will break down the costs so potential new members understand what the dues are being used for and the cost of membership in each sorority. This presentation also allows potential members to ask any questions they have regarding dues and financial obligations. Each chapter will also provide the potential members with a reference sheet of their presentation and dues/fees breakdown so the PNMs can refer back during the recruitment process should they forget information, want further details, or have additional questions.





MEET OUR *Sororities!*



Alpha Gamma Delta




ΑΓΔ



Recruitment Contact:

Courtney Street
cstreet.25@westminster-mo.edu

 [westmoalphagam](https://www.instagram.com/westmoalphagam)



Chapter
Badge

At the Kappa Delta Chapter of Alpha Gamma Delta, we strive to uphold the values that we live by. Our members take pride in promoting academic excellence, philanthropic giving, leadership, personal development, and a spirit of loving sisterhood. Alpha Gams work to improve their lives as well as those around them. Members give back to the community through food bank trips and helping out at our local philanthropy.



Coat of
Arms

First Semester Dues: \$603.50

Second Semester Dues: \$355

EST. AT WESTMINSTER

December 5, 2009

FOUNDED

May 30, 1904

Nickname

Alpha Gam

SYMBOL

Squirrels, Pearls, Roses

Colors

Red, Buff, & Green

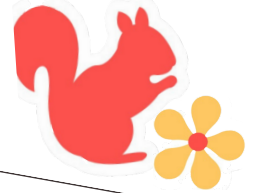
National Philanthropy

Fighting Hunger

Local Philanthropy

CARDV

AGD



In Alpha Gamma Delta, we strive to give back to the community where we are placed. Our philanthropic focus is fighting hunger. Some ways we serve the community is by taking multiple trips to the food bank, cleaning up our environment, and raising money for the Alpha Gamma Delta foundation. Our annual Mac and Cheese with AGDs event is one of our favorite to host every year! We also give back to the school at large. Members of AGD are involved in many other organizations. Some of which include Mentoring, Education Association, Students Ambassadors, and much more.

Not only do we strive for service, we also grow our sisterhood by hosting movie nights in the lounge, dancing together at formals, celebrating our families at family events, and exploring Fulton together. Since many of us live together, there are many last minute and late night trips around Fulton.



Katie Wood

They/Them

Alpha Gamma Delta Chapter President

One thing that I never expected from sorority life was the leadership aspect. I had considered myself a leader before coming to college, but I never would have pictured myself doing everything I do here on campus. Alpha Gamma Delta, because of the support and love I get from all my sisters, has pushed me to be the best version of myself I can be. Without AGD's trust in me, I never would have strived for the levels of leadership and success I have encountered at Westminster. I have found many lifelong sisters in Alpha Gamma Delta, for which I will always be grateful.

Prior to going to college, I had been fed negative stereotypes of what sorority life is like for practically my entire life. The summer between my freshman year and the end of high school, I slowly started to learn (thanks to social media) that those stereotypes weren't necessarily true and that many of the negative stereotypes of sorority life come from a lack of understanding and personal experience. In terms of benefits of joining a sorority, they ranged from educational resources to community outreach to networking to, of course, lifelong connections. Though it took a bit of courage, I decided to give it a try and I am so happy I did. I consider going through recruitment one of the best decisions I ever made. The memories and experiences I've had are priceless.



Faith Beckmann

She/Her

Kappa Alpha Theta



KAΘ



THETA



Think Theta

Recruitment Contact:
Ashton Martin
amartin.25@westminster-mo.edu

@westminstertheta



Chapter
Badge

The Epsilon Iota Chapter of Kappa Alpha Theta was established in 1982, serving more than 40 years of sisterhood, leadership, scholarship, and service. Our members stay busy with their philanthropic events, campus involvement academic groups, and dedication to sisterhood. Our members belong to more than 40 different organizations on campus, including Student Foundations, Student Ambassadors, Blue Blazers Investment Committee, Student Government, and various others. We pride ourselves in being leading women with sisters holding many different leadership positions within these organizations as well as within the chapter. The Epsilon Iota Chapter encourages members to get involved and be leaders creating positive change on our campus and throughout our community while striving towards personal excellence.



Coat of
Arms

First Semester Dues: \$440

Second Semester Dues: \$360

EST. AT WESTMINSTER
February 20, 1982

SYMBOL
Kite & Twin Stars

National Philanthropy
Court Appointed Special Advocates (CASA)

FOUNDED
January 27, 1870

Colors
Black & Gold

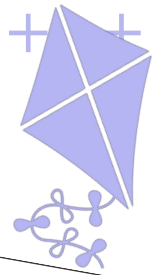
Local Philanthropy
Remade for a Purpose

Nickname
Theta

KΑΘ

Together we host events to raise money for our national philanthropy, Court Appointed Special Advocates (CASA), which trains volunteers to speak for abused and neglected children in court. Some of these events in the past have included Cupcakes for Casa, Kicks for CASA, Queso for CASA, and Cornhole for CASA. In Fulton, we volunteer and work with a local business called Remade for a Purpose, which employs adults with disabilities. We have also been involved with other philanthropic events such as volunteering at Faith Maternity Care by helping them move furniture, organize highway cleanups, and donate to Westminster students who encounter unforeseen circumstances.

Along with growing our sisterhood through service, we spend time together playing intramurals, dancing at formals, attending our annual Mom and Dad's Day activities, and many more planned sisterhood activities. Outside of the planned events, there are often spontaneous movie nights, trips to get ice cream, Dr. Pepper, or pizza, and many late-night study sessions that create bonds that last a lifetime and encouragement to push each member to be her best self.



One aspect of sorority life that I enjoy the most is how it has allowed me to grow into a leading woman while meeting my forever friends along the way. By joining Kappa Alpha Theta, I have been provided with a new perspective on the importance of friendship, my values as a leader, and what it feels like to be truly loved by the people around me. Sorority life is an experience unlike any other, and I am so blessed that I have found such a great group of exceptional women that will stand by my side always.

Lauren Halamiczek

She/Her
Kappa Alpha Theta Chapter President

I decided to go through recruitment because I was striving to find my home away from home. Going into Westminster College, I only knew a few people and was very worried about meeting others. Along with that, I was also part of a small percentage of students who were not coming to college to play a sport. I thought recruitment would be an opportunity to meet new people and find my forever home. The whole recruitment process was so welcoming, and I was able to meet so many new people. As the process was coming to an end, I had a very important decision to make about where I would call home for the next 4 years and beyond. I chose to run home to Kappa Alpha Theta. Here, I am constantly surrounded by leading women who make you strive to be the best version of yourself and support you through every step along the way. I have no doubt that I chose the right place to call home. From campus involvement, academics, and leadership Theta strives to create leading women here at Westminster College and beyond.



Ashley Wallner

She/Her

Kappa Kappa Gamma



KKΓ



Recruitment Contact:
 Elsen Witte
ewitte.24@westminster-mo.edu
 [kkgzetazeta](https://www.instagram.com/kkgzetazeta)



The Zeta Zeta chapter of Kappa Kappa Gamma was founded on Westminister College's campus on February 20th, 1982. The women of Zeta Zeta take great pride in their academic integrity, campus involvement, philanthropic actions, and continuous enrichment of Kappa's virtues: Respect, Optimism, Connection, Knowledge, Truth, and Trailblazing. On campus, the women of Zeta Zeta are also members of 25 other campus organizations including Skulls of Seven, Student Ambassadors, Student Foundations, Blue Blazers Investment Committee, and many others. The Kappas at Westminister are dedicated to their academics, with a chapter average GPA of 3.71.



Coat of Arms

First Semester Dues: \$750

Second Semester Dues: \$450

EST. AT WESTMINSTER
 February 20, 1982

SYMBOL
 Golden Key & Fleur-de-lis

National Philanthropy
 National Eating Disorder Awareness (NEDA)

FOUNDED
 October 13, 1870

Colors
 Dark & light blue

Local Philanthropy
 Special Learning Center

Nickname
 Kappa

KKK



Together we also perform acts of service at the national and local level. Our national philanthropy is Mental Health Awareness. We have specialized our focus area in National Eating Disorder Awareness, which we support through the annual Kappa Klassic Golf Tournament. Each semester we also visit our local philanthropy, the Special Learning Center. We also try to participate in a local organization called Stream Team as often as we can.

Outside of Philanthropy, our sisterhood enjoys bonding activities such as hosting formals, movie nights in the lounge, Mom and Dad's Day, Tailgate festivities, and much more. Our sisterhood enjoys being each other's support system day in and day out.



Heather Ripperger

She/Her

Kappa Kappa Gamma Chapter President

I love all the friendships I have built within my sorority and in the Panhellenic community during my time in college. Joining a sorority has brought me confidence in myself inside the classroom and in my social life. Kappa has motivated me to not only become active within my chapter but also within this campus. I was fortunate enough to attend Kappa Leadership Academy and Kappa Leadership Convention where I was able to connect and see how wonderful this organization is outside of Westminster as well. Being a part of a sorority organization provides you with experiences, similar to those I mentioned above, that will benefit you once you graduate. Joining a sorority provides you with so many experiences and numerous memories.

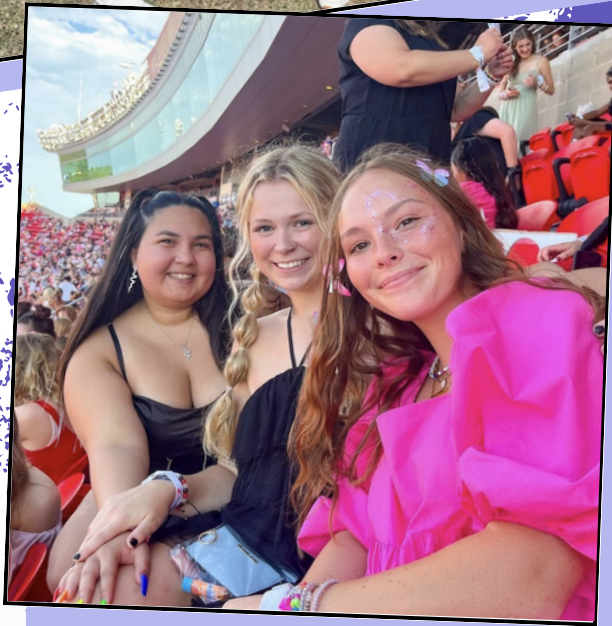
From the second I knew I would be attending Westminster I knew I wanted to go through the recruitment process. It was something I knew I would never be able to do if I didn't do it in college and I wanted the full experience. I looked at it as a way to make new friends or even know a familiar face in class, as I did not know many people coming to campus. Recruitment was something I heard highly about when coming on my visit and could open a whole new world of ideas and possibilities for me. I'm forever grateful I chose to go through recruitment here at Westminster!



Mattie Trudo

She/Her

PHA Recommends



Prioritize yourself

During this process, you will be transitioning to your new home as a college student as well as taking on primary recruitment. This will make for a long week. It is important to remember to prioritize yourself. This includes your physical and mental well-being. Be sure to hydrate, fuel your body with food, and get as much sleep as possible.

Take notes

Recruitment is a long process, and the days start to blend together. To avoid forgetting what you discussed with certain chapters, take notes each round. PHA recommends making a notes page on your phone and trying to write down your conversations, how you felt at the chapter, and if you could see yourself fitting in there!

PRO TIP: If you can remember a member's name after you leave, that's a sign of a good conversation.

Ask questions

The Panhellenic Council Executive Board, the Recruitment Team, and Recruitment Counselors are here to help you. Never be afraid to ask questions or clarify something because we understand that everyone comes from different backgrounds and has varying knowledge of sorority life. We encourage you to ask chapter members questions as well. You want to know just as much about them as they are wanting to know about you. Asking questions is a vital aspect of the recruitment process and finding the place that is most tailored to you.

Some questions could be: What does a day in the life look like? How is living in the chapter house? Or how does the chapter help with academic success?

Trust yourself

It is easy to let others' choices and opinions influence you this week. Remember that your recruitment is different from everyone else's. Do not let anyone put pressure on you to make a decision, including family members and friends. Our biggest advice is to trust your gut when making these decisions and preferencing chapters. Everything happens for a reason, and you will end up in the place that you were meant to be. Make this decision by thinking of yourself because each of you are intelligent individuals, just trust yourself.



frequently asked

questions



Why should I join a sorority?

Being a member of a sorority provides connections with other students who can help in adjusting to life on campus. Sorority members are involved in many other organizations, serve the Fulton community, and enjoy spending time bonding with their fellow sisters. Sorority life can provide special bonds of friendship within the chapter and the Panhellenic community.

What is Formal/Primary Recruitment?

At Westminster, formal recruitment is a process that allows interested individuals to get to know each sorority chapter before deciding which organization is best for them. During formal recruitment, you will visit the three Panhellenic sororities on campus and get to know the members in each chapter. Each round consists of different planned events. These events are designed to help the potential members figure out the values and personality of each chapter on campus and to help you decide which chapter is best for you. Keep in mind that recruitment is a mutual selection process, so while you are deciding which chapters you feel most comfortable with, the members in each chapter are also trying to figure out which PNMs would fit best into their sorority.

What is Continuous Open Bidding (COB)?

Upon completion of the formal recruitment period, in some cases, sororities will have the option to extend additional bids, which is known as Continuous Open Bidding.

Can I go through formal recruitment if I am not a freshmen?

Yes! Panhellenic sororities accept students of all academic class levels as long as they are undergraduate, full-time students on campus.

What does mutual selection mean?

Westminster Panhellenic utilizes a "mutual selection" process where chapter votes and PNM rankings are considered during the recruitment & selection process.

How will I know which chapter is right for me?

Each sorority has its own mission and values that it lives by. However, overall, Panhellenic organizations strive to provide members with friendship, opportunities for personal growth/development, and fun. Primary recruitment is a process designed to allow you and the chapters to decide on the best fit. As you go through the process, be sure to keep an open mind, ask questions, and be yourself!

How much of a time commitment is being in a sorority?

Each sorority has basic time commitments and mandatory events such as chapter meetings and new member meetings once a week. Some chapters require study hours. The time commitment for being a sorority member can vary from one chapter to another and differ during different times of the semester. But many sorority members are able to manage sorority responsibilities, jobs or internships, academics, and involvement in other campus organizations. If you are interested in joining a sorority but have concerns about the time commitment, feel free to ask members during recruitment how they balance their time.

Are members in different chapters friends with one another?

Westminster's community of fraternities and sororities has many opportunities for members of different chapters to meet and create friendships. Social, leadership, and service events give members in different sororities the chance to socialize. Making friends from other sororities helps strengthen our community. By participating in primary recruitment, a PNM has the opportunity to meet members in their Recruitment Counselor group and can maintain these friendships even after joining different chapters.

What if I go through the recruitment process and decide that joining a sorority is not for me?

You are not obligated to join a sorority just because you participate in formal recruitment. You are encouraged to participate in recruitment because it is an excellent opportunity to learn about sorority life and meet new friends. If a PNM decides during recruitment that joining a sorority is not for them, they may withdraw at any time during the process. PHA encourages PNMs to complete the process and discuss withdrawing with their recruitment counselors. However, the decision to withdraw is determined by the PNM.

Is there a grade requirement to join a chapter?

There is no grade requirement set by PHA to go through primary recruitment, but each chapter has its own GPA standards for membership and retention. Because PHA and each chapter values scholarship, maintaining good grades is important to all sorority members.



Glossary

ACTIVE MEMBER - An initiated member of a fraternity/sorority chapter.

BID - a formal invitation to join a sorority or fraternity

CHAPTER - a membership unit of a national or international sorority or fraternity

CONTINUOUS OPEN BIDDING (COB) - Term for ongoing, informal recruitment; select chapters may be able to participate in COB if they have not yet met chapter total set by the College Panhellenic Council.

INITIATE - a person who has recently become an active member of a sorority or fraternity

INITIATION - the formal ritual that brings new members into full membership of the sorority or fraternity. Through initiation, members learn about and pledge themselves to uphold the ideals of the sorority or fraternity

INTERFRATERNITY COUNCIL (IFC) - The governing body of the fraternities at Westminster College.

MRABA - membership recruitment acceptance binding agreement; A document from the National Panhellenic Conference (NPC) that is signed by a potential new member immediately following preference round. This binding agreement states the potential new member would be willing to accept a bid from any sorority they list on their preference card and would not be able to accept a bid from another chapter until the next formal recruitment period.

NEW MEMBER PERIOD - classified as the beginning of one's term in a fraternity or sorority up until the time the member is initiated

PHILANTHROPY - 1. A national and/or local charity that a sorority sponsors, donating time and money through service in order to promote human welfare 2. The events that a chapter hosts in order to raise money/awareness for their chapter's beneficiaries

PNM - potential new member going through recruitment

PRIMARY RECRUITMENT - a designated membership recruitment period during which a series of organized events are held for the purpose of selecting new members

QUOTA - the number of PNMs a sorority may select during primary recruitment

PANHELLENIC COUNCIL (PHA) - The governing body of the three Panhellenic sororities at Westminster College.

PI CHI - recruitment counselor; A member of a Panhellenic sorority who assists potential new members through the recruitment process.

VALUES-BASED RECRUITMENT - the emphasis of focusing on how your values — such as academics, equality, inclusion, and service — align with different chapters' values



2023

PANHELLENIC
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